

Transcript

19 January 2026, 06:00pm



Laurie Goldmann 1:00

Catherine, you're not on mute. Thank you.

So we will just give it one more moment to let some more people join and then we will begin.

OK, I think the number has leveled off, so we will start. So good afternoon, everyone.

Bonjour, a tout et a tout. My name is Laurie Goldman and I am the APEX executive responsible for events and external partnerships. I'm joining you today from Ottawa, which is situated on the unceded territory of the.

Anishinaabe Algonquin Nation. We acknowledge that we live and work on lands that have been home to Indigenous people since time immemorial. As we meet, we recognize that our participants join us from many traditional territories across what is now Canada. We honor the diversity of Indigenous cultures and histories and commit to fostering respectful.

Relationships as we move forward together. I want to thank you all for joining today. Before we begin, I just want to do a few housekeeping items. So the first one is I want to remind you to please keep visiting the APEX website as we're always adding to the upcoming events page.

We're focusing our programming right now on sessions that empower executives with much needed information to help you make strategic decisions in today's evolving environment. That includes, but is not limited to, some sessions around retirement, networking, interviewing, and we do have a second session with Graham Flack as well on being innovative.

On our Past Events page, you can access previous events, important resources and some videos in terms of logistics for today's session. Subtitles and simultaneous interpretation are available through Wordly and a link will be posted in the chat. If you encounter technical difficulties, please use the chat function and we'll have someone to assist you. Today's session is going to run a bit different than we've done some previous sessions. I'm going to.

To turn to each of our panellists to introduce themselves and provide a 5 minute high level overview of their area of specialty. The bulk of the session is then going to be focused on an opportunity for you to post questions to the panellists. However, to

manage the process, we're asking you to use the Q&A function in team.



Laurie Goldmann 3:48

So not the chat, but the Q&A specifically because this will allow you to post a question as well as vote on questions that are already listed to help prioritise them. I'm going to be using that feature to pose the questions on your behalf to the panellists.

I would ask that as participants you not answer your colleagues and leave it to the panel members and or their team members who are also monitoring the chat and Q&A functions. If your question does not get answered, we're going to endeavour to provide written responses following the session.

Nesi Tepa apose la question de la longue de votre shoïs. Please note that the session is focusing on the policy. It is not intended to be department or case specific, so if there are questions that are posed that are very individual, I will not be asking those.

I would also like to ask you to ensure you keep your microphones closed to avoid any noise interference off, and so with that I'm now going to turn to the session. So the first of our speakers and panellists to talk is Melanie.

Pradesh she is the executive director, leadership policies and programmes, strategic directions and digital solutions sector at TBS, Okra. So Melanie over to you.



Lafleche, Melanie (she/her, elle) 5:10

Merci Lori, escort sumatan.



Laurie Goldmann 5:13

Wait.



Lafleche, Melanie (she/her, elle) 5:14

Wait. Perfect. Excellent. A dog. Mercy. Come, Laurie. Lazy. A moral.

Et d'appuyer tout ce qui touche les politiques et programmes qui touchent les cadres au sein de l'administration publique centrale. Donc c'est un plaisir d'être avec vous encore une fois aujourd'hui pour parler à nouveau de la transition dans la carrière pour les cadres supérieurs de l'administration publique centrale.

Quand on s'est rencontré lors de la discussion du 15 décembre dernier sur naviguer la transition dans la carrière, j'ai pu offrir une vue d'ensemble sur les mécanismes de

la transition dans la carrière et partager des contacts et des ressources qui sont disponibles pour vous.

Vous avez d'ailleurs accès à cette présentation-là à même le site de l'Apex donc aujourd'hui mon objectif c'est de poursuivre la conversation avec vous, apporter quelques précisions et répondre à vos questions lors de ce de cette portion-là de la rencontre.

LM **Lafleche, Melanie (she/her, elle)** 6:07

So we are now in January, some organizations have begun to issue advanced notice letters and others may do so in the coming weeks and months. So receiving such a notice does not mean that your position has formally been declared surplus.

It is an advanced notice that is intended to help you prepare explore all the options that are available and start discussions with your manager about your options and your intentions. It's also intended to help deputy heads engage their executives through their managers and through HR.

To get line of sight on their executive community and the objective is also to facilitate voluntary departures during these conversations, it's important that you remain open to discussing your career plans and your intentions with your managers and to signal if you have an interest in remaining.

Training or in leaving the public service. Deputy heads may also issue formal career transition notification letters in the coming weeks and months. And when you receive such a letter, it does trigger the start of the career transition process.

This letter will outline the start and the end date of the surplus period. It will also include what's your opting period, meaning the time that you have to provide your choice of option and with it will also inform you of the two options that you have which are leaving the.

Core public administration and seek employments elsewhere or seek continued employment within the core public administration. A key first step that we recommend in preparing is understanding the understanding the applicable provisions, and there's extensive information about them in the appendices EF.

Ng of the directive on terms and conditions of employment for executives, you'll see at the end we will provide you with resources as well and there's information as well on [canada.ca](https://www.canada.ca).

Zeppa Cela Prashanzia Pope of parade La La Lal Terminacion was gonna appear of a

selection of the post zepparte who the message was sent was organisation quizzone, A for Midlands Sponiviti La Nouvella Picasso. Don Le portrayed secretariat.

Another please.

Donc, cette application-là vise à faciliter l'échange d'informations et le jumelage entre les cadres supérieurs et les employés de l'administration publique centrale qui sont intéressés par un échange de poste.

En tant que cadre supérieur qui sont intéressés, vous allez pouvoir utiliser la plateforme pour repérer et communiquer avec des personnes qui seraient intéressées par un échange de poste. Vous allez pouvoir créer un profil afin de favoriser l'identification d'occasions de jumelage.

Et vous pouvez aussi choisir de recevoir des notifications lorsque de nouvelles possibilités correspondent à votre profil. Donc, les cadres supérieurs qui envisagent un un échange de poche sont encouragés à de discuter de leur intérêt avec leur superviseur et aussi avec l'équipe des ressources des ressources humaines qui pourront.

Vous donner plus d'informations sur le mécanisme au sein de vos organisations pour l'approbation des échanges de postes. À titre de rappel, un échange de poste est possible lorsqu'un cadre supérieur qui a été informé que son poste va être déclaré comme excédentaire.

Échange son poste avec un autre cadre supérieur dont le poste n'a pas été déclaré excédentaire, mais qui est disposé à quitter l'administration publique centrale. Les échanges de poste pour les cadres supérieurs sont permis uniquement entre des postes appartements.

Au même groupe et niveau au sein de l'administration publique centrale, donc un ex un peut échanger un poste avec un ex un.

So I was very brief in the presentation because I really want to leave as much time as possible for my colleagues and for the Q&A, but I do recognize that this is a difficult time for you as executives in either going through the situations yourself or in supporting your executives that may have being impacted, you can equip yourself by familiarising yourself with the process and with the resources that are available. I suggest that you engage early with your manager that you stay informed through your organisational updates and that you use the tools that are available to you. I see.



Laurie Goldmann 10:55

Merci, Melanie. So our next speaker is Charles Vezina. He's the executive Director, employee relations and total compensation. Also at TBS. Okra. Charles. Over to you.

VC **Vézina, Charles** 11:08

Merci, Lori. Good afternoon, everyone. As Lori indicated that my name is Charles, I'm here at TBS. My area of responsibility for today's meeting is workforce adjustment. So the rules and applications for non executive, so those that may apply to.

Your employees in the core public administration, so there are a couple of caveats there in the core public administration. We have three instruments that outline the specific provisions for workforce adjustment.

Those are in the National Joint Council directives in the PSAC Annex, other collective agreements and in the PIPS collective agreement as well, so it's very important that if you want to see which specific rules apply to your employee, that you.

Open up the proper documentation to have access to it. So what is workforce adjustment? I'll walk you through a couple of elements. I'll just.

Share my screen here so that you can see the key. There we go. The various key elements related to workforce adjustment. But before we get to this more complex flow chart, workforce adjustment is a process by which an organisation determines. That there is a need to reduce the size of its workforce because of lack of work, discontinuance of a function, the relocation of a work unit or alternative delivery initiative. So those are the four reasons why organisations would go through workforce adjustment.

Now before initiating workforce adjustment, there's an important step to be considered is to review and analyse all your HR requirements and needs. Review the need for terms so on and so forth. So the idea here is.

To lessen the impact on the indeterminate workforce. Now, once you've made the determination or your organisation has made the determination that you cannot meet your budgetary requirements or constraints without affecting individuals and ultimately cutting positions, then you have to revert to.

The workforce adjustment process.

So we'll jump to, we'll jump to the flow chart here and I will, I will not have time unfortunately in the few minutes that are awarded, much like Melanie, I want to give time to questions, but the first step of the process is.

Once there's a decision that's been made, obviously will be to notify the bargaining

agents and Treasury Board. So 48 hours in advance, the bargaining agents will receive a notification from your department outlining the various positions that will be touched.

And declared surplus or effective. Then there's also a notification to employees. Obviously for the 48 hours later. And once employees are notified in writing of this, there will also be an in person meeting.

And the employees will be offered a couple of options. The first mandatory step is the voluntary departure programme. If the requirements of that specific programme are met, voluntary departure programme is a mandatory process. I was just saying, when there are five or more employees in the same.

Same work unit that are impacted by the cuts. Now voluntary departure programmes offers an opportunity for individuals to raise their hands voluntarily to leave instead of having to go through the the full process where ultimately there will be involuntary departures.

Should there be sufficient number of employees who raise their hand at that point based on positions to be reduced in a particular work unit, the workforce adjustment process is complete. Should we go to the next step, it will be the official workforce. Notification status to the individual that will be either a guaranteed of a reasonable job offer or the actual surplus status. Employees who are surplus to requirement will have the choice of the four options you have in the.

The green blue sections below options ABC and in the C as you can see there's two separate options, by and large. What this offers is an opportunity in option A for employees to continue.

Being a priority status for a period of 12 months within which they continue to be paid for those 12 months options B&C are transition support measure, also known as lump sum referred to in colloquial language employees based on their years of service will be allowed a number of years of.

 **Vézina, Charles** 16:12

Service of compensation in exchange for their departure of the public service and ultimately in C It's that same transition support measure plus an education allowance. I'll stop here, Lori, let my colleagues chime in and I'll be happy to answer any questions you may have on this process.



Laurie Goldmann 16:34

Wonderful. Thank you so much, Charles. So our next speaker is Emma or Emma. I'm going to butcher your last name or Ras, I'm sorry or awake. Thank you. Sorry, I should have practised before Vice President, policy and communications with the Public Service Commission. I'm just going to remind.

 **Emma Orawiec** 16:43

Erwick felt good.
Yeah.

 **Laurie Goldman** 16:54

People again, there are some case specific questions going into the Q&A. Those are not going to be read out when we do get to the Q&A time. The point of this is to talk in the general about the policy. Emma, over to you.

 **Emma Orawiec** 17:09

OK. Thank you for that, Lori. So today I'm here to talk to you on behalf of the Public Service Commission, the role that we play in the workforce adjustment process. So the PSC is primarily responsible for the SERLO, the selection of employees for retention and layoff and the priority entitlement programme.

You may have questions for me, and I'm going to be very brief in my opening remarks and those questions I think could be twofold. One, as an individual affected by career transition. So there's executives that will be affected by a career transition, but also as a delegated manager having to potentially lead a SERLO or guide your employees through either SERLO and the priority entitled.

 **Emma Orawiec** 17:47

Programme. There was a question about Sirlo. I saw a pop up in the chat. So essentially the SERLO process would take place for non executives after the voluntary departure programme. In the event that not enough employees voluntarily sought to leave the public service.

 **Emma Orawiec** 18:04

It typically takes place when there it applies when some, but not all, indeterminate

employees within the same occupational groups and levels are affected in the in in a similar position or perform similar duties in the affected part of the organisation identified by the deputy head for layoff.

Really, these intent of SERLO is for it to identify in a fair and transparent way which employees will be retained and which will be laid off. The process is based on the following factors, the most relevant qualifications, including official languages, proficiency and any relevant operational requirements.

 **Emma Orawiec** 18:42

Or needs of the organisation since the changes to the regs that came into effect in 2025, hiring managers actually have quite a bit of flexibility in how to structure the SERLO process to ensure they have the workforce they need with the skills for today and for the future with respect to priority entitlements, I think the focus today will be on.

Priority entitlements that are linked to workforce adjustment priority entitlements are either statutory or regulatory and the ones that are most linked to the subject for today is the surplus priority entitlement and the layoff priority entitlement.

So with that, I will those for my opening remarks, but I presume there'll be questions I'm happy to take those. Merci.

 **Laurie Goldmann** 19:28

Wonderful. Thank you so much, Emma. And so we'll go to our last speaker. Now, who is Line Ouellette ? The Outreach service officer for the PSPC Government of Canada Pension Centre.

 **Ouellette, Line (SPAC/PSPC) (elle-la / she-her)** 19:40

They'll see Laurie.

So today what I've chosen to concentrate on is really the pension centre's job in in this process. So all the presenters so far it's all about options that the exec or non exec will have to make based on what?

What they're going to do if they are affected, but at the pension centre we are really there once you've made the decision. So our process is to pay your pension and so that's why I've chosen to focus on this today. If you have been to the presentation then you would have.

Had more information on the pension and so forth. If you've not watched the video, I recommend that you do go access the video at another another time. But here I want to make sure that everybody knows that you can access the my GC pension for estimates.

So at the canada.ca pension link that I'm sharing right there, just going to show you where that would bring you. It brings you to this page right here and if you click on that link, it brings you to two different calculators. So the first one is on the left is a basic one and that's.

Essentially, for those who would not have access to the my GC pension that don't have access to CWA, if that were to be the case, the site that we really recommend that you use is the access to my GC pension and in there you will see what your pension options are. You will be able.

To generate estimates and when you call the pension centre at a later date with questions about those estimates, they can access them and see the estimates that you generated and they will be able to help you with your questions. So that is really the tool that can help you in the first step.

Once you have decided your option, that will be discussed with the other panellists. At that point, you should inform your manager of your option and contact the pension centre with the date that your termination will be, and then the client experience advisor that you will be talking to will be able to.

To prepare a personalised package that will outline your pension options and all the necessary forms that will need to be completed, that will be sent to you.

Now when the forms are returned to us, if we want to make sure that they are completed accurately, accurately and whenever possible, submitted and returned to us prior to the termination date, whenever that happens, you could. You should be able to expect to get your first payment within.

45 days of the termination date. All subsequent payments will be done towards the end of the month. It is normally the third last banking day of the month. Going forward after that and just a reminder that we will also need a copy of your employer's acceptance of termination date.

So you would need to submit that with all your other depart documents when you return them to us and just a note, the online pension tool my JC pension has been updated with a new feature where you are able to submit your forms on the pension tool.

Electronically in the past you would have needed to send them either by fax, which is

quite maybe not as accessible to those anymore and also by mail. So it's a new feature to send your documents to the pension centre at a quicker pace. So that is it for my presentation right now and we will see if there are any pension related questions that come up.



Laurie Goldmann 23:39

Wonderful. Thank you all so much. So there are tonnes of questions in the Q&A and I am trying to group them that might become a bit of a challenge over time, but why don't we start with some of the alternation questions that exist. So there is a question about whether EX's can alternate with EX's only.

In their department or in other departments, I believe, Melanie, you answered that already. I'm going to put a few of them together, if that's OK. There seems to be some questions also just.

Around. Sorry I'm I had it and I lost it. Perhaps maybe just if you could explain the alternation process a little bit better as to how it works. Like if somebody isn't affected but wants to leave the public service and how they go about doing the alternation. There's also questions about who pays.

Like which department pays when the person leaves the public service? Is it the the home department or the new department? So if you can just touch on that a little bit, I think that will answer several of the questions that are in the Q&A.



Lafleche, Melanie (she/her, elle) 24:44

Sounds good, so maybe I'll I'll illustrate this with an example and that maybe maybe that will be easier. So First off, the the best way to see what's out there in terms of alternation opportunities is to create a profile in the new alternation platform.

So this is a way for you if you're interested to alternate with someone because you want to leave the public service and you want to see if there's someone else out there at your group and level that you could alternate with, that's the best way to to be able to inform yourselves of these options.

So let's say let's say I am someone that is declared surplus. As an executive, I want to stay in the public service. And Lori, you want to retire from the public service. So you're interested in alternating with me.

LM Lafleche, Melanie (she/her, elle) 25:39

So you would negotiate a career transition agreement with my deputy because this is where the surplus position exists. So this is essentially in a nutshell how it unfolds and you, you would leave the public service.

Right after negotiating the career transition agreement, and I would, I would alternate and move to your position. And so the the deputy heads, both of them here are involved because they have to approve the alternation. So the deputy that will welcome a new executive and their organisation needs to approve that this. Executive is going to meet the needs of the position and the executive that has the surplus position will negotiate the career transition agreement with the executive that is willing to depart the public service. I hope that with this example, it helped to illustrate and answer most of those questions.

 **Laurie Goldmann** 26:36

Wonderful. Thank you. So if I then go on to another grouping of questions. So there are some questions around priority and if people are, you know, identified as surplus they choose and they don't find a position in the first year and they end up on a priority.

List and they've taken their entitlement payout and then find a job in the second year on their prior of while they're on that priority list, what happens to the payout that they've had?

Not sure which one of you.

LM Lafleche, Melanie (she/her, elle) 27:08

So yeah, I can. I can take that one. If it's for an executive. So if an executive is leaving the public service and receives a lump sum in year of working the notice period, they can come back to the public service. But if they come back in during the portion of. Time that would would have been that notice period. They would have to repay the portion of weeks that they are going to work essentially in their new job. So this is all adjusted based on where you are in the process. So let's say that I would.

Be that would be informed that my job is becoming surplus on August 8th. I negotiate a career transition agreement to leave the public service now. And so I I get the six months in Europe working the notice period as a lump sum. Let's say that someone offers me a job and that.

I would start this new job on July 1st. I would have to repay the portion of the the the lump sum that I received that covers the July to August 8th period.



Laurie Goldmann 28:17

Thank you very much. So now there were a few questions around a guaranteed reasonable job offer around who determines if there is a guaranteed reasonable job offer being provided.

What are the details like around it? Are executives entitled to a guaranteed reasonable job offer? And really, what's the definition of reasonable?

Let's cover an amalgamation of a bunch of questions.



Vézina, Charles 28:48

Lori, I can chime in for workforce adjustment process. So the concept of a guaranteed reasonable job offer for non executives, the question is The Who who makes the choice and who makes that determination that lies with the deputy head. So the deputy head of the organisation.



Laurie Goldmann 28:50

Perfect.



Vézina, Charles 29:05

Ultimately, is a person responsible for determining if he or she can make a reasonable job offer to the group of individuals who have been declared affected and eventually surplus within their organisations?

And they don't do this in in isolation. Obviously in one of their in their own organisation there may be limited capacity to do so. So they will also be looking at what's happening within other organisation by talking to their colleagues.

And they also looked at demographic information that is provided by ocro to be able to make those projection projections. Sorry, on where there may be specific requirements for jobs down the line.



Laurie Goldmann 29:55

Perfect. Excellent. Thank you.



Laurie Goldmann 30:00

In terms of lump sum payments, so there was a question around this and this is going to put my OCRO colleagues on the spot a little bit, but there are folks wondering if you know, lump sum payments can be anywhere from 26 to 52 weeks, right, when you read the appendix?

And so folks are wondering if there's going to be any guidance provided to departments by OCRO and or if there'll be any standardisation across departments.



Lafleche, Melanie (she/her, elle) 30:31

That's a very good question, Lori and I can answer. So yes, the directive outlines some of the flexibilities that are present in, in the provisions for the deputy heads when they negotiate career transition agreements. That said, given the fact that we are all going through an exercise at this.

Same time deputy heads have discussed the opportunity to bring some consistency in the public service and so depending on how each organisation situations unfold.

But they've agreed that in most cases, the notice period, so the time at which the the individual is notified that their position will be declared surplus until the end when they are laid off, should be approximately 6 months.

That said, it could be different in another day in some departments where their budget situation or the operational contacts requires a different period of time. So and in that six months, typically they would have an opting period, meaning that the executive would have to render their decision on their option.

Within two months, so depending on where the decision is made for leaving or staying in the public service, the lump sum would be in relation to that period. So if you say if you receive the letter and you notify automatically your manager that you want to leave.

The public service and you want to leave now. You could have six months of lump sum payment if you take two months to make your decision, you could have four months in Europe working the notice period. You have to remember that the lump sum is in the year of working the notice period, so it is available if the employee.

Who wishes to depart the public service before the date in their letter that formally informs them that their position is no longer be required if they wish to stay and work the whole time, there would not be a lifestyle.



Laurie Goldmann 32:37

Perfect. So, Melanie, you're not going to be off the hot seat. There's another question that builds on that. So I'm just going to go right to it. And I'm just going to read the question verbatim. So if an exposition is being declared discontinued this fiscal by March 31st due to the transfer end of a function. And so the individual, they need to job search.



Lafleche, Melanie (she/her, elle) 32:43

OK.



Laurie Goldmann 32:57

Decide CTA within the next 9 weeks. Are they still expected to do their work and work of their non EXWFA staff if they if also discontinued while looking to secure a new role or complete a CTA all within the eight to 10 weeks? So I think the question is really around like how do you balance this if you're?



Lafleche, Melanie (she/her, elle) 33:16

Everyone.



Laurie Goldmann 33:17

Expected to work but expected to find a job expected to deal with your staff, etcetera. What are the options available?



Lafleche, Melanie (she/her, elle) 33:26

That's a great question and I I I very much empathise with that conundrum of having to do everything and dealing with your emotions. I think the best advice here is to discuss this with your supervisor, because it is. It is really case by case depending on the context and depending on the job, depending on the work, depending on the team.

I would say that and depending where the executive is in their journey. I think it would be best to discuss options with your supervisor to determine how best you they can support you best. You can support your team and and what applies to your context.



Laurie Goldmann 34:03

Perfect. Wonderful. There are several questions. Oh, please go ahead, Charles. Yes.



Vézina, Charles 34:05

I can I can get two fingers on that, Lori, for for workforce adjustment. Once an employee has been notified of their layoff status and they have to choose from one of the three options that I was presenting in that flow chart below, their job is to find a job. So.

The reason why they are an opting employee is that because there was a discontinuance of a function or lack of work, so obviously there will, you need to be logical here, there needs to be some ramping down, but we cannot continue to have them work 100% of the time for the whole period because.

There was there is a lack of work, so the bargaining agents will obviously be on the lookout of that and we want to be cautious in how we approach that. Much to Minani's point, this is also case by case and we'll be happy to discuss the specifics. But what I'm giving is by and large.

The context within which that position has been cut was lack of work, so we can't continue to provide work to that individual.



Laurie Goldmann 35:11

Perfect. Thank you. There are several questions that have come in around ERI and understanding the Budget Implementation Act has not passed yet and the timing around ERI and advance notice letters going out, potential surplus letters going out. If people want to take Eri so I don't know if there's any specific messaging that Melanie or trials you may have from okra around that. I know that we can't talk about the ERI at this point in time.



Vézina, Charles 35:41

I can. I can speak in general generalities about ERI. Lori, as you mentioned, ERI was a proposal of a new act tabled as a within budget 2025. So that act has not yet received Royal Assent. It's still in the parliamentary.

Meeting process once Parliament resumes its activity at the end of this month, same will go for for that particular bill can't proceed with the outcome will be and when

the specific royal ascent date will be.

Because that's based on the parliamentary process, so I can't, I won't speculate as to that, but we'll, we'll leave the time frame to to that process. Now. I did see a couple of questions related to ERI and the workforce adjustment process. What I can say.

The.

Very safely, as those are two separate and distinct process that don't overlap and the benefits of one don't compound to the benefits of the other. So individuals once ERI will have received Royal assent, will have to make an informed decision on if they have. If they also have an effective status letter that is.

Decisions on are they using the WFA routes and benefits or are they choosing to raise their hands with respect to ERI, but you won't be able to compound the benefits of both programmes.



Laurie Goldmann 37:15

Thank you. So now there were several questions that were around negotiation power, I guess would be the way I would phrase it. So if the executive is affected, receives an offer, does not feel that the offer reflects their situation. Wishes to negotiate. What room do they have? What supports do they have to do so?



LM Lafleche, Melanie (she/her, elle) 37:41

It is. It's again very case specific. I illustrated for you the the approaches that the deputy heads have discussed to bring consistency in the system as much as possible.



Laurie Goldmann 37:44

Mm-hmm.



LM Lafleche, Melanie (she/her, elle) 37:55

That said, there could be some situations that weren't additional support, and those should be discussed with your. You can discuss with with your supervisor or you with your HR team to outline what it is that you have in mind. That would be my best advice in in terms of of someone that has those. Questions.



Laurie Goldmann 38:17

Perfect. Wonderful. Thank you for that. There were also a few questions around so some of us received a severance way back in like 2011. We all got the option to take a payout. So what is the relation if we have taken that and now we're affected and there's talk about severance again?



LM Lafleche, Melanie (she/her, elle) 38:38

That's a good question. Does the severance applies for involuntary departures? And it is considering your years of service in the public service up to 28 weeks. That said, you will recall that we have forgotten the voluntary severance.

A few years back, and so the important piece to remember when you're calculating what you think you're entitled to is to understand that you can't be paid twice for the same amount. So if you have cashed out your severance, you would have to restart the clock at that moment and and calculate your years of service to which you're entitled.

Title for the severance based on that date, not from the beginning of your service at the public service.

Charles, let's touch the kick shows to her. Let's you.



Laurie Goldmann 39:25

Thank you.



VC Vézina, Charles 39:26

Yeah. So similarly for non executive employees who are covered by collective agreement negotiated collective agreement provisions, severance pay provisions are are still in our collective agreements.

They give, I guess, benefits to employees for involuntary separation, much like is the case right now under workforce adjustment. So what what I can safely say without looking at every collective agreement and there's like 34 out there just for the CPA. Is that we will be applying the rules to the letter and intent of the collective agreement with respect to to severance pay, but by and large, it's looks like the concept that mineni just mentioned a few minutes ago.



Laurie Goldmann 40:16

Thank you. There's another question that deals with if you are surpluses and EX and you choose to leave, what happens in terms of health and dental benefits and whether they still have access if they've left the public service and it's not about retiring, it's about if they've actually just left because they've been declared surplus.

 **Lafleche, Melanie (she/her, elle)** 40:37

There is a provision in the career transition agreement that that can be available for employees that are seeking employment elsewhere or I think just because to support the the period in which you would have to to become a member in a new plan. So that's all it is traded in the direction.

Active.

 **Laurie Goldman** 40:58

Thank you, Lynn. We're we're going over to you now. I'm going to throw out a clump of the pension questions to you. So there are many questions about whether the the pension calculator in terms of like when people are looking at it, does it include all service, including if they've had some part-time service?

So just how inclusive is it? Also questions about whether the you know, once they talk to a client experience advisor, if they'll be able to get an official benefit entitlement in writing clarification on whether the first pension payment is 45 business days or?

45 calendar days and then also questions about accessing insurance. So similar to the the health and dental benefits. So there's a little package there for you.

 **Ouellette, Line (SPAC/PSPC) (elle-la / she-her)** 41:46

OK, sorry, so I forgot your first question because there was so many there, I just.

 **Laurie Goldman** 41:53

How inclusive is the calculator? Does it also include part time? If somebody's worked perfect?

 **Ouellette, Line (SPAC/PSPC) (elle-la / she-her)** 41:56

Oh yes.

Yeah.

So the pension calculator does take into consideration part time and it does calculate

it as such. So when you do run an estimate, it is taking that into consideration. So that is for sure something that you can depend on if you have any doubts. Of any kind of questions related to your estimate, you can reach out to the pension centre. We have secure messages in there or as I mentioned earlier, you can call and then they'll be able to confirm which periods of part time. Let's say if that was a type of question that you had related to that.

One of the other questions was related to can you have a confirmation of the information that you got off the my GC pension? For sure when you call the pension centre we can provide you estimates if that is still where you are in your decision stage. But once you've decided.

It will send you your retirement package and it will have a confirmation of all your options and also estimates for all those options that will be included in the package that you'll be receiving. The 45 days are calendar dates.

And the pension centre has put in place some measures to be able to take into consideration the increase that we're going to be getting in retirement compared to our kind of our normal years. So we've cross trained employees, we've also kind.

Moved employees around our reallocated positions and so we still expect to be able to meet the 45 business days that we have been able to commit to in the past.



Laurie Goldmann 43:51

Perfect. And then the last one, read the insurance.



Ouellette, Line (SPAC/PSPC) (elle-la / she-her) 43:55

So insurance. So the when your employment ends and you start your retirement, there are certain criterias in place that are need to be met to be able to access the public service healthcare plan. So currently you need to have a six years of pensionable service.

In order to be able to have the public service healthcare plan when you start your pension, the dental plan right as we speak only requires you to have two years. But that is one of the proposed changes that we don't have all the wording on, but it is. Looking to be changed changed to six years, just like the healthcare, but again we are still missing some of that information to be able to give all those details about how that will work. If you meet those criterias then you will have the option once you're receiving your pension to opt into the health and dental benefits.

There are costs associated with them and you can find all that information on our website as well.



Laurie Goldmann 44:59

Perfect, wonderful. And while I have you on the hot seat, there is also a question about the best five years and what dates would be used to calculate the that is it based on the date of departure. And so sort of that's your end Mark and it's five years from there. Is it 5 fiscal years?



Ouellette, Line (SPAC/PSPC) (elle-la / she-her) 45:15

It's really there's a value given to every single compensation day. So for different people it will have different starts and ends for the majority of us, it is towards the end of our career. So it could be up to or very close to your last five years in most cases, but it's not always the case, you know in.

Case of acting periods and things like that where it can throw it off, so it's always to your benefit. It's always using the best five years. It's not at any specific date. That would be the same for everyone.



Laurie Goldmann 45:51

Perfect. So building on that, there was another question which I'm not sure if it's you or Melanie, but a question. But what happens if an executive who is declared surplus as a reasonable job offer takes a lower paying, lower level, lower paying position? So what impact does that have? You know, like if they're an EX2, but they're offered an EX1 position for example, what is the impact for them? How does that work from a surplus CTA perspective? And then what's the impact on the pension? I don't know which one he wants to go first.



Ouellette, Line (SPAC/PSPC) (elle-la / she-her) 46:27

Yeah.



Lafleche, Melanie (she/her, elle) 46:28

I I I can take the policy side of it. And Lynn, if there's anything you want to add, well, First off the the process for executive does not is not similar in all ways to the one for employees. So there's no jrjo for executive and there's no ability for executives to alternate with an employee at a lower level.

OL Ouellette, Line (SPAC/PSPC) (elle-la / she-her) 46:31

Mm-hmm.

For sure.

LM Lafleche, Melanie (she/her, elle) 46:49

So so the the questions I I will take the question and answer it outside of career transition to explain how salary protection works. So if you are let's say an executive in the an EX2 position and your position.

There are some responsibilities that are removed from your role because it's no longer part of the mandate of your department. Your position is re-evaluated and you are downward reclassified to an EX1. Your salary. You remain salary protected. You become an EX1, but your salary is protected at the salary of the EX2 level until the time where the salary band of the EX1 reaches the salary that you're paid. So I'll leave Lynn to answer what this means for pension purposes, but I just wanted to make sure that I was clear on how salary protection.

Works.

OL Ouellette, Line (SPAC/PSPC) (elle-la / she-her) 47:44

So like Melanie explained, in that case, because you're going to be salary protected, you would be paying pension contributions on that salary that you were would continue to receive and there would be no impact necessarily on your highest average salary. Now in cases outside of.

Of these situations, when someone does accept a position for whatever reason, so let's say nothing to do with all the changes that are happening, I'm getting closer to retirement and I choose that. I'd like to take a lower position for my last years because I I wanted to maybe have less stress in cases like that.

It does not lower your highest average salary. We still use the best five years, but in your case, your best five years will most likely not be the last ones because your last few might be at a lower rate.

 **Laurie Goldmann** 48:39

Perfect. Thank you. There are a few questions. So I know that all of this pertains to people within the core public administration. There is a question and and I know you talked about the alternation and that it's within the core public administration.

Is there any room to consider alternation out of the core public administration and or from outside in and then the other part of the question that is out there is for those who are outside the core public administration, where can they get information on what's happening?

 **Vézina, Charles** 49:14

I can take that now. So the short answer is no, the alternation processes within the core public administration for organisations that are not in the core. So separate agency, for example, those organisations are under.

Most of those organisation I can't say for all but are under different employment acts or different relevant acts than the psca and would have their own internal rules regarding alternation.

 **Laurie Goldmann** 49:47

OK, perfect. Thank you. The next question is how long do you have to decide once you get your letter advising your position as surplus? So how long do you actually have to consider your options?

 **Lafleche, Melanie (she/her, elle)** 50:02

So there is discretion. As I mentioned earlier on for the deputy to determine that period. That said, as part of the conversation to bring consistency, there has been discussion on on using the two-month.

Period by which the employees would have to render their choice of options, but that that said, that can be different as I mentioned, because every organisational context could be different. And so when you receive the letter, it will be clear in that letter the date at which your position becomes surplus and that would.

Would be the layoff date and the date before that date at which you have to inform your department of your chosen option. If you're not responding, you are deemed to have chosen the option to stay in the public service.

 **Laurie Goldmann** 50:49

Yeah.

OK and.

 **Vézina, Charles** 50:56

In the case of non executives, the opting period is 120 days and much like Melanie just mentioned for the executives, someone who does not exercise a choice within that 120 day period will have considered defaulted to option.

A which is stay in the public service.



Laurie Goldmann 51:18

OK, perfect. And what happens if they are out of the country, away from the office, unable, like so they're trying to, you know, their manager's trying to issue them the letter and they're not there to receive it. And like, does the clock still start?

Yeah.

Or is the clock start once you actually are able to reach the executive and give them the letter?



Vézina, Charles 51:44

So there are obviously case by case situations that need to be looked at, but before someone gets an opting letter, they would have received an affected status letter, much like his has happened last week in in several organisations employees would know from that time frame.



Laurie Goldmann 51:56

Mm-hmm.



Vézina, Charles 52:02

Even if they did not participate in a meeting, they still would receive a letter via e-mail or or by mail at their last known address, so they would receive that those communications for sure and would know the time frames of the next and potential subsequent communications.



Nadeau, Sheralea (She / Her) 52:08

Yeah.



Lafleche, Melanie (she/her, elle) 52:20

And and if I can add Charles, I'm sure you you'll agree with that part for employees as well. Typically a supervisor will will do everything that they can to reach employees

that are not in the workplace. So they will use the personal contact information that they have for the employee to ensure that the information.



Laurie Goldmann 52:20

Perfect.

Mm-hmm.



LM Lafleche, Melanie (she/her, elle) 52:39

The information is shared with the employee in a timely way.



Laurie Goldmann 52:44

OK, thank you. There is a question here that I'm just going to read verbatim, which is exs are allowed to ask for a pension waiver if they are 55 Group A as well as taking leave without pay while contributing to pension. If an EX needs to take leave without pay to get to 55, is the EX still entitled to the pension waiver?

Flavour at 55.



LM Lafleche, Melanie (she/her, elle) 53:07

Yes, this would be called what we call a bridging agreement that can be negotiated for someone that would like to have some leave without pay to take them to their eligibility for the pension waiver. So that can be that's part of the the provisions and that can be negotiated with the deputy heads up to.

For a period of two years.



Laurie Goldmann 53:29

OK. And how is a bridging agreement similar or different from an interchange like if if somebody's on an interchange agreement?



LM Lafleche, Melanie (she/her, elle) 53:38

Yeah, well and 1st off before I forget because I talked to I said waiver, but the the what I wanted to say was pension. So unreduced pension, that's the important piece. So if an executive has a few years before they get to their unreduced pension and they want to make sure that they can take advantage of that, they can negotiate the.



Laurie Goldmann 53:40

Sorry.

Mm-hmm.

LM **Lafleche, Melanie (she/her, elle)** 53:57

The either the interchange agreement or they can negotiate a leave without pay that offers them the opportunity to gain those pensionable years of service and get to the unreduced pension.

So both of them can be negotiated with their deputies.

 **Laurie Goldman** 54:15

Perfect.

FM **Forget, Maryse (SSC/SPC)** 54:17

Sorry to barge in, but in such a situation they can only get their pension at 60, right?

 **Laurie Goldman** 54:17

Yeah.

LM **Lafleche, Melanie (she/her, elle)** 54:24

Depending on what group you are in, you would be able to get to your unreduced pension. So if you're Group One, it would be 55.

Depending on your age, of course.

Before you get to the pension eligibility.

 **Laurie Goldman** 54:43

Perfect. And Melanie, just to confirm because there is a question, you said the bridging agreement can be to a maximum of two years, correct?

Hope you're on mute.

LM **Lafleche, Melanie (she/her, elle)** 54:55

Sorry, yes, yes. Two years leave without pay.

Two years maximum, yeah.

 **Laurie Goldman** 55:00

Perfect. Thank you. So there is another question here. If your layoff date is

established as part of the surplus letter, does that date determine your date of departure, including your retirement date? If that is the decision?

 **Lafleche, Melanie (she/her, elle)** 55:18

Can you repeat that one more? Sorry I had to. I was answering something in the chat at the same time.



Laurie Goldmann 55:23

Oh, good. If your layoff date is established as part of the surplus letter, does that date determine your date of departure, including your retirement date? If you're choosing to retire, so like, if they they say you're gone by X date like, you must retire by that date.



Lafleche, Melanie (she/her, elle) 55:38

Exactly that. Then. That's the date. The the end of the surplus period is essentially the date where you are expected to leave the public service if if that's what you've chosen. And if you are staying in the public service, then there's a that's the date where at which your entitlement period would start.
Your priority entitlement period.



Laurie Goldmann 55:59

Perfect. Thank you. There are there is a question around Element 5, the waiver of the actuarial reduction of the pension of Appendix G so they're looking for some clarity on whether it applies to the age-related reduction, how it is applied in practise for an executive.
Who's not reached 30 years of service yet?



Lafleche, Melanie (she/her, elle) 56:25

So the question is about understanding how that pension waiver works. If I understand correctly. So I think the important piece to understand about the pension waiver is that it is enabling you to waive the reduction to a pension.



Laurie Goldmann 56:30

Yeah.

Yeah.

LM **Lafleche, Melanie (she/her, elle)** 56:42

So there is A and then can speak more to Group One and Group 2 and how we calculate those. But what's important to know is that if you are not reaching the eligibility to retire without a pension, you have a reduced amount per year of service to your pension. So it would be.

The pension waiver is focused on waiving that penalty. It does not change your years of service it does not offer any credit to your pension. What it does is it eliminates the reduction, which can be an important.

Amount that would be applied to your pension. So, Linds Visaji Didi is. And I'm actually a group person. I see.

OL **Ouellette, Line (SPAC/PSPC) (elle-la / she-her)** 57:25

We doctor pull the person regime Ava group regime. Say the group do.

Puis ont un critère d'âge de différence de 5 ans, donc les participants en groupe un, normalement, ils peuvent prendre une retraite non réduite à partir de l'âge de 60 ans s'ils ont au moins 2 années de service ouvrant droit à pension.

C'est dans 55 ans et 30 années de service ouvrant droit. And for a group two, we add five years, so they would need to be 65 for those who won't have 30 years of pensionable service, and for those who do have 30 years of pensionable service, it would only need to be age 60.

explain very well, so for someone who would normally not meet those criterias but do meet the criteria for the waiver, that reduction that could apply normally, which could be maybe a 5 or 10% or maybe even more, would be waived with that authorization for the waiver and the.

Form filled out by the deputed hit.

 **Laurie Goldmann** 58:46

Perfect. Thank you. And I'm just trying to catch up on the questions.

So, oh, so here's a question which you I'm not sure if you can answer yet since we don't know a lot about the ERI but talking about pension waiver, how how is it similar and or different than what we know the ERI might be.

LM **Lafleche, Melanie (she/her, elle)** 59:08

Yeah. So the the difference is the age. Lynn just explained the criteria for the pension

waiver that exists in the provisions for career transition and in the provisions for WFAERI and it reduces that age by five years. So exactly.



Laurie Goldmann 59:15

Yeah.



LM Lafleche, Melanie (she/her, elle) 59:27

What Lynn said -5 years for each group, and I've seen a lot of questions in the chat on how you can combine the ERI and the cash elements that are part of career transition. And like Charles, as explained before, ERI and career transition or.



Laurie Goldmann 59:38

Mm-hmm.



LM Lafleche, Melanie (she/her, elle) 59:47

UFA are two separate and parallel processes, so if an executive chooses to leave the public service with ERI and this, and if it is approved by that their deputy head, they would be entitled to the waiver of their pension reduction.

And that's that would be what they're entitled to if an executive is in the W, the career transition process and and continues on in their career transition process, they would have access to what is offered in their career transition process. So the pension waiver at the ages.

Is a 55 or 60 like Lynn described and the and the lump sum in in in the different elements that are part of the cash and non cash elements. You can't. You can't combine both, so you can't have access to the pension waiver that is admissible in ERI and the cash of non cash.

On in sub career transition.



Laurie Goldmann 1:00:44

Perfect. Thank you for that clarity. That's very helpful. I am Cognizant we're at time and that you may have felt left out. I'm so sorry questions for you as as folks are digesting this information, I imagine there will probably be another round of questions. So I want to thank you all for participating in the.

Panel and and answering the questions we had today, we will come through the chat to see if there are any further ones that we didn't touch and I will be knocking on

your doors to see what we can do about offering more sessions and and further information to folks. And I know especially as ERI becomes.

Available. There's going to be great interest, but I really want to say a thank you. A tremendous thank you on behalf of the entire Community, what you're doing is not easy and we really appreciate all the information you're sharing with us. So thank you all so much. And I want to wish everyone a good afternoon.

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